

## Laura Bowman

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**From:** Amy Mackay  
**Sent:** Friday, 5 November 2021 3:41 pm  
**To:** Dan Silverton; Nicole Nooyen; Di Brough; Dan Finn; Tatiyana Taunoa  
**Subject:** FW: Media response - Council recruitment enquiries for 2020-2021 Financial year

Teena koutou,  
Please see below the final response sent to [REDACTED]  
Enjoy your weekend,  
Amy

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**From:** Amy Mackay  
**Sent:** Friday, 5 November 2021 3:37 pm  
**To:** [REDACTED]  
**Subject:** RE: Media response - Council recruitment enquiries for 2020-2021 Financial year

Teena koe [REDACTED]

Please see below the answers to your media request. Please reference Hamilton City Council in providing the following information in media:

**1. How many people did the council recruit into jobs for the 2020-21 financial year?**

In the period 1 July 2020 to 30 June 2021 Hamilton City Council recruited 312 people into roles. Forty six of those recruited were employed into casual or seasonal roles; 69 were recruited into fixed term roles to either cover an absence, e.g. parental leave, or to work on a specific project for a definitive time period; the remaining 197 people were recruited into permanent roles - 37 of the permanent roles were new roles, 160 were replacement.

**2. Did the council engage any outside recruitment agencies to find new people to fill employment roles? If yes to question 2, please name those agencies and the cost to hire their services.**

On occasions Council engages the services of external recruitment agencies. During the last financial year the following agencies were engaged:

- Everest People - 10 roles
- Asset Recruitment - 14 roles (three permanent and 11 temporary)
- Absolute IT - three roles
- Sheffield Recruitment Specialists - one role
- Ministry of Social Development - five roles

Due to commercial sensitivity, we cannot disclose the cost to hire the services due to confidential contracts between Council and the agency concerned.

**3. Were there any roles that the council was unable to fill because there were no suitable candidates? What were those roles?**

While some roles took longer to recruit than others, all were filled in the last financial year.

**4. Can you give examples of roles that are more difficult to fill than others and why these jobs are harder to fill than others.**

Some roles are more difficult to fill than others due to lack of qualified and experienced candidates in New Zealand, particularly while the borders are closed due to Covid 19 restrictions, and an increasingly challenging recruitment market.

One example is qualified zookeepers where suitably experienced candidates within New Zealand are limited and already hold employment at another zoo across the country.

Other examples include qualified city/urban planners and building inspectors. Again, this is in part due to the limited number of qualified and experienced candidates but also competition for roles in the private sector.

Ngaa mihi,

**Amy Mackay**

Senior Communication and Engagement Advisor | Communication and Engagement Unit

DDI: [Coming soon...](#) | [REDACTED] | Email: [amy.mackay@hcc.govt.nz](mailto:amy.mackay@hcc.govt.nz)



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**From:** Hamilton City Council <[do.not.reply@hcc.govt.nz](mailto:do.not.reply@hcc.govt.nz)>

**Sent:** Thursday, October 28, 2021 5:23:17 PM

**To:** official information <[officialinformation@hcc.govt.nz](mailto:officialinformation@hcc.govt.nz)>

**Subject:** HCC Website - Official Information Request ref: HCC-QF-211028-A9C14-1700

## HCC Website - Official Information Request

**Reference:** HCC-QF-211028-A9C14-1700

**Attachment:** not attached

**Name:** [REDACTED]

**Email address:** [REDACTED]

**Phone number:** [REDACTED]

### Detailed Description of Request

My name is [REDACTED] I am a reporter with the Waikato Times/Stuff. I am writing to make a request to the Hamilton City Council under the Official Information Act.

I would like to request information on the following:

1. How many people did the council recruit into jobs for the 2020-21 financial year?
2. Did the council engage any outside recruitment agencies to find new people to fill employment roles?
3. If yes to question 2, please name those agencies and the cost to hire their services.
4. Were there any roles that the council was unable to fill because there were no suitable candidates? What were those roles?
5. Can you give examples of roles that are more difficult to fill than others and why these jobs are harder to fill than others.

**Organisation:** Waikato Times - Stuff